



HUMAN RESOURCES OFFICE TECHNICIAN / AGR ADMINISTRATIVE INSTRUCTION

Number: 06-02

10 January 2006

Military Technician Compatibility

1. Why Compatibility? While drafting the National Guard Technician Act of 1968 (Public Law 90-486), the U.S. Senate recognized the importance of the technicians military assignment in relationship to his/her full-time job, and included this requirement for military membership and compatible military assignment as part of the legislation. Since 1 January 1969, it has been a legal requirement for technicians who hold excepted appointments in the Federal Civil Service, to be members of the Guard and to have a military assignment which is compatible with their full-time job. This regulatory requirement is provided in TPR 303, dated 24 August 2005.

2. Military Technician Compatibility consists of three basic components:

a. Duty Air Force Specialty Code (AFSC) or duty Military Occupational Skill (MOS) assignment – Each excepted position description in use by the National Guard has compatible duty AFSC's/MOS's identified and approved by National Guard Bureau (NGB). The position on the technician manning document to which the technician is appointed must be compatible with the assigned military position. Individuals do not have to be qualified in the duty AFSC/MOS. To research a specific AFSC/MOS compatibility, first identify your position description number and then go to our website for the correct AFSC/MOS assignment at <http://www.calguard.ca.gov/cahr/pub.html> .

b. Grade Inversion – The military grade of the supervisor must equal or exceed the military grade of personnel supervised. Military grade inversion within the full-time work force is not permitted and the concept of grade inversion is inconsistent with the military nature of the National Guard. Grade inversion cannot be waived.

c. Unit of Assignment. Military technicians must be the primary occupant of their military position. Specifically, the unit requirement is that military technicians assigned to a Field Maintenance Shop (FMS), Aviation Classification Repair Activity Depot (AVCRAD), and Army Aviation Support Facility (AASF) must be assigned to a MTOE/TDA organization supported by the facility. All other technicians must be assigned to a compatible position within the state.

3. Waivers or changes to compatibility requirements may be considered and such requests must be in writing and supported with justification. The Adjutant General has delegated authority to the Human Resources Officer (HRO). The HRO has the authority to accommodate these conditions for up to two years when it is determined to be in the best interest of the California National Guard. Waiver requests must be submitted to Staffing on CNG Form 690-10.

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a. Command/Leadership Assignment waivers may be approved for positions such as: Commander, Platoon Leader, Command Sergeant Major, Command Chief Master Sergeant, and First Sergeant. Command/Leadership waivers can be approved only for a period of four years and may not be extended. Each individual may only have one Command/Leadership waiver approved for each type of position listed above.

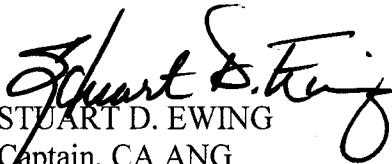
b. Air Force Specialty Code or Military Occupational Skill Incompatibility. School quotas, training dollars, unit priority, and phased training schools are samples of valid reasons for approval waivers of AFSC/MOS.

c. Temporary Promotions. MOS/AFSC/Unit of assignment compatibility requirements for temporary promotions not-to-exceed 120 days are waived under blanket authority by the Human Resources Office.

4. Duty AFSC/MOS and unit of assignment compatibility criteria are applicable to all excepted service permanent and indefinite employees (not to temporary employees).

5. Military technician compatibility is ultimately an individual responsibility; however, supervisors are integral in this process and should actively maintain and oversee individual compatibility requirements. The goal of the compatibility program is to attain 100% compliance through correct assignment or approved waivers. Technicians who are not in compliance with this policy and TPR 303 are subject to voluntary separation in accordance with TPR 715.

6. Direct questions concerning this TAAI to TSgt April Mosher at CAGNET 63598, DSN 466-3598 or (916) 854-3598.


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